

Panaji, 10th May, 2012 (Vaisakha 20 1934)

SERIES II No. 6

OFFICIAL GAZETTE



GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There are three Extraordinary issues to the Official Gazette, Series II No. 5 dated 3-05-2012 as follows:-

- 1) *Extraordinary dated 7-05-2012 from pages 245 to 246 regarding Order from Department of Home (Home—General Division).*
- 2) *Extraordinary (No. 2) dated 8-05-2012 from pages 247 to 250 regarding Notification from Department of Elections (Goa State Election Commission) & Notification from Department Home (Home—General Division).*
- 3) *Extraordinary (No. 3) dated 9-5-2012 from pages 251 to 252 regarding Notification from Department of Elections (Office of the Chief Electoral Officer).*

GOVERNMENT OF GOA

Department of Agriculture

Directorate of Agriculture

Order

No. 8/9/2011/D.Aagri/106

On the recommendation of the Departmental Promotion Committee conveyed by Goa Public Service Commission vide their letter No. COM/II/11/2(1)/2011/10 dated 05-04-2012, Government is pleased to promote Shri Girish A. Kenkre, Assistant Agriculture Officer to the post of Agriculture Officer, Group 'B' Gazetted in the Directorate of Agriculture, in the pay scale ₹ 9,300-34,800 +4,600/- Grade Pay on regular basis, with immediate effect and is posted against the vacant post in the newly established Zonal Agriculture Office at Dharbandora Taluka.

Shri Girish A. Kenkre shall draw his salary under the Budget Head 2401—Crop Husbandry, 102—Food Grains Crops, 02—Crop Production & Input Management (P), 01—Salaries.

Shri Girish A. Kenkre may exercise his option for fixing his pay within one month from the date of issue of this Order.

Shri Girish A. Kenkre shall be on probation for a period of two years from the date of joining.

By order and in the name of the Governor of Goa.

S. S. P. Tendulkar, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 2nd May, 2012.

Order

No. 2/12/98-Agri./Part II/111

Read: Order No. 2/12/98-Agri./Part II/98 dated 24-04-2012.

In pursuance of Article 76(i) of Memorandum of Association of Goa State Horticultural Corporation Ltd., and further to above referred Order, Government of Goa is pleased to appoint the following as Members on the Board of Goa State Horticultural Corporation Ltd. in addition to those appointed vide above referred order dated 24-04-2012:

- | | | |
|---|-----|-----------------------|
| 1. Managing Director,
Goa State Horticulture
Corporation Ltd. | ... | Managing
Director. |
| 2. Director of Agriculture | ... | Director. |
| 3. Shri Michael D'Souza,
Joint Secretary (Finance) | ... | Director. |

This order comes into immediate effect.

By order and in the name of the Governor of Goa.

S. S. P. Tendulkar, Director & ex officio Joint Secretary (Agriculture).

Tonca-Caranzalem, 4th May, 2012.

Department of Co-operation

Office of the Registrar of Co-operative Societies

Order

No. 50/3(136)/Elec./SUC/RGB/RCS/2012/8225

Ref.: Letter No. SUCCSL-val/168/2011-12 dated 14-09-2011 from the Sattari Urban Co-op. Credit Society Ltd., Valpoi, Satari-Goa, requesting therein exemption in terms of Section 126 A of the Goa Co-op. Societies Act, 2001 for holding the election to the Board of Directors and Representative General Body.

In exercise of the powers conferred by Section 126 A of the Goa Co-operative Societies Act, 2001, Government is pleased to exempt the Sattari Urban Co-op. Credit Society Ltd., Valpoi, Satari-Goa from the provisions of Section 69 of the Goa Co-op. Societies Act, 2001, for the next term i.e. 2012 to 2017.

By order and in the name of the Governor of Goa.

P. K. Velip Kankar, Registrar of Co-op. Societies & ex officio Joint Secretary.

Panaji, 30th March, 2012.

Order

No. 50/3(134)/Elec./DNS/RGB/RCS/2011/176

Ref.: Letter No. DNSPM/HQ/1166 dated 10-01-2012 from the Deendayal Nagari Sahakari Pathsauntha Maryadit, Bicholim-Goa, requesting therein exemption in terms of Section 126 A of the Goa Co-op. Societies Act, 2001 for holding the election to the Representative General Body.

In exercise of the powers conferred by Section 126 A of the Goa Co-operative Societies Act, 2001, Government is pleased to exempt the Deendayal Nagari Sahakari Path Sauntha Maryadit, Bicholim-Goa from the provisions of Section 69 of the Goa Co-op. Societies Act, 2001, for the next term i.e. 2012 to 2017.

By order and in the name of the Governor of Goa.

P. K. Velip Kankar, Registrar of Co-op. Societies & ex officio Joint Secretary.

Panaji, 17th April, 2012.

Order

No. 50/3(137)/Elec./VUCS/RGB/RCS/2012/175

Ref.: Letter No. VUCS/LTR/14-408/2011-12 dated 12-12-2011 from the Vaishya Urban Co-op. Credit Society Ltd., Mapusa-Goa, requesting therein exemption in terms of Section 126 A of the Goa Co-op. Societies Act, 2001 for holding the election to the Representative General Body.

In exercise of the powers conferred by Section 126 A of the Goa Co-operative Societies Act, 2001, Government is pleased to exempt the Vaishya Urban Co-op. Credit Society Ltd., Mapusa-Goa from the provisions of Section 69 of the Goa Co-op. Societies Act, 2001, for the next term i.e. 2012 to 2017.

By order and in the name of the Governor of Goa.

P. K. Velip Kankar, Registrar of Co-op. Societies & ex officio Joint Secretary.

Panaji, 17th April, 2012.

Department of Finance

Revenue & Control Division

Order

No. 3/1/2009-Fin(R&C)

In exercise of the powers conferred by sub-section (3) of Section 5 of the Goa Entertainment Tax Act, 1964 (Act 2 of 1964), the Government of Goa is pleased to exempt the Marathi film "Gadya Apla Gaon Bara" from liability to entertainment tax in whole, for a period of six months from the date of publication of this order in the Official Gazette.

By order and in the name of the Governor of Goa.

Ajit S. Pawaskar, Under Secretary, Fin (R&C).

Porvorim, 2nd May, 2012.

Department of Fisheries

Directorate of Fisheries

Order

No. 3/3/88-FSH/1445

Ref.: Government Notification No. 3/3/88-FSH dated 25-10-2005.

Read: Government Order No. 3/3/88-FSH/182 dated 10-2-2012.

Government is pleased to appoint Shri Avertano Furtado, Hon. Minister for Fisheries as a Chairman of Brackish Water Fish Farmers Development Agency with immediate effect. The other Members of the Governing body of Brackish Water Fish Farmers Development Agency (B.F.D.A.) will remain unchanged until further order.

By order and in the name of the Governor of Goa.

Nandkishor V. Verlekar, Director & ex officio Joint Secretary (Fisheries).

Panaji, 30th April, 2012.

Department of General Administration

Notification

No. 2/2/2010-GAD-III

In exercise of the powers conferred by the explanation to Section 25 of the Negotiable Instruments Act, 1881 (Act 26 of 1881) read with the Government of India, Ministry of Home Affairs Notification No. U-11030/2/73-UTL dated 28-06-1973, the Government of Goa hereby declares Wednesday, the 16th May, 2012 (26 Vaisakha, 1934) as a "Public Holiday" being the "Polling Day" for the General Elections to the Village Panchayat, 2012, throughout the State of Goa. The aforesaid holiday shall be a "paid holiday", in addition to the holidays indicated in the Notification No. 2/1/2011-GAD-H dated 03-10-2011, published in the Official Gazette, Series II No. 27 dated 07-10-2011, to the establishments as detailed below:

- i) industrial workers of the State of Goa;
- ii) daily wage workers of the Government Departments and State Government Industrial Departments;
- iii) commercial and industrial workers of private establishments in the State of Goa;
- iv) all private establishments;
- v) daily wage/casual workers employed in any business, trade, industrial undertakings or any other establishments.

By order and in the name of the Governor of Goa.

Prabhakar V. Vaingankar, Under Secretary (GA).

Porvorim, 7th May, 2012.

Department of Information Technology

Order

No. 1(90)/DOIT/ITG-DIR/2001/2726

In pursuance of clause 116(2) of the Memorandum of Articles of Association of Info Tech Corporation of Goa Limited, Government of Goa is pleased to appoint Shri Subhash Phal Dessai, MLA, Sanguem Constituency as the Chairman of Info Tech Corporation of Goa Limited with immediate effect.

This issues with the approval of the Government vide note No. 2-3-2012/CM/92 dated 24-04-2012.

By order and in the name of the Governor of Goa.

Srinet N. Kothwale, Director & ex officio Joint Secretary (IT).

Porvorim, 24th April, 2012.

Department of Labour

Order

No. 28/45/2011-Lab/214

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. MRF Limited, Tisk Usgao, Goa and its Workmen represented by Goa MRF Union, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal at Panaji-Goa, constituted under Section 7-A of the said Act.

SCHEDULE

- (I) Whether the action of the management of M/s. MRF Limited, Tisk, Usgao, Goa in refusing to concede the following demands submitted by the Workmen represented by Goa MRF Union, vide their Charter of Demands dated 25-05-2011, is legal and justified?

CHARTER OF DEMAND

1. Demand No. 1

It is demanded that with effect from October 1st 2010, every engineering Workman should be delinked from the existing piece rate system and should be fitted into a fixed rate system. For the purpose of fitment the basic wage rate of the Workman as on 30-09-2010 should be taken into consideration and should be fixed at 25% additional wages above 100% wages of "A" grade Workman.

2. Demand No. 2: Piece Rate

It is demanded that with effect from 01-10-2010, the piece rate of the Workman should be revised as under:

Grades	Piece rate at 100% production		
	From 01-10-2010 to 01-09-2011	From 01-10-2011 to 01-09-2012	From 01 10-2012 to 01-09-2013
A	₹ 350/- per shift	₹ 450/- per shift	₹ 550/- per shift.
B	₹ 300/- per shift	₹ 400/- per shift	₹ 500/- per shift.
C	₹ 250/- per shift	₹ 350/- per shift	₹ 450/- per shift.
D	₹ 200/- per shift	₹ 300/- per shift	₹ 400/- per shift.
E	₹ 150/- per shift	₹ 250/- per shift	₹ 350/- per shift.

It is demanded that in case any Workman is not able to achieve 100% production for any reason beyond Workman's control, such as, power failure, non-supply of raw material in time, machine break down due to any natural calamity, the Workman should be paid full wages/salaries, the same should be paid for weekly off. The company should furnish to the Union the IED report/standard of all the Departments that constitute 100% production as and when a new report is completed.

The Workmen further demands that the 100% production for each piece shall be arrived at by mutual negotiations between the parties after furnishing to the Union copies of such IED report as is available at the relevant time. The Union further demands that the Demand No. 2 shall be negotiated alongwith Demand No. 34 on the method change and introduction of New Size of Tyres of products.

Demand No. 3 : Efficiency Bonus

The present system should continue, however payment for production performance above 100% for various Departments shall be as follows:

Perce- tage	Grade "A"	Grade "B"	Grade "C"	Grade "D" Watch- men	Sweepers
1	2	3	4	5	6
100	₹ 10	₹ 7.50	₹ 5	₹ 3	₹ 2.50
101	₹ 20	₹ 15.00	₹ 10	₹ 6	₹ 5.00
102	₹ 30	₹ 22.50	₹ 15	₹ 09	₹ 7.50
103	₹ 40	₹ 30.00	₹ 20	₹ 12	₹ 10.00
104	₹ 50	₹ 37.50	₹ 25	₹ 15	₹ 12.50
105	₹ 60	₹ 45.00	₹ 30	₹ 18	₹ 15.00
106	₹ 70	₹ 52.50	₹ 35	₹ 21	₹ 17.50
107	₹ 80	₹ 60.00	₹ 40	₹ 24	₹ 20.00
108	₹ 90	₹ 67.50	₹ 45	₹ 27	₹ 22.50
109	₹ 100	₹ 75.00	₹ 50	₹ 30	₹ 25.00
110	₹ 110	₹ 82.50	₹ 55	₹ 33	₹ 27.50
111	₹ 120	₹ 90.00	₹ 60	₹ 36	₹ 30.00
112	₹ 130	₹ 97.50	₹ 65	₹ 39	₹ 32.50
113	₹ 140	₹ 105.00	₹ 70	₹ 42	₹ 35.00
114	₹ 150	₹ 112.50	₹ 75	₹ 45	₹ 37.50
115	₹ 160	₹ 120.00	₹ 80	₹ 48	₹ 40.00
116	₹ 170	₹ 127.50	₹ 85	₹ 51	₹ 42.50
117	₹ 180	₹ 135.00	₹ 90	₹ 54	₹ 45.00
118	₹ 190	₹ 142.50	₹ 95	₹ 57	₹ 47.50
119	₹ 200	₹ 150.00	₹ 100	₹ 60	₹ 50.00
120	₹ 210	₹ 157.50	₹ 105	₹ 63	₹ 52.50
121	₹ 220	₹ 165.00	₹ 110	₹ 66	₹ 55.00
122	₹ 230	₹ 172.50	₹ 115	₹ 69	₹ 57.50
123	₹ 240	₹ 180.00	₹ 120	₹ 72	₹ 60.00
124	₹ 250	₹ 187.50	₹ 125	₹ 75	₹ 62.50
125	₹ 260	₹ 195.00	₹ 130	₹ 78	₹ 65.00
126	₹ 270	₹ 202.50	₹ 135	₹ 81	₹ 67.50
127	₹ 280	₹ 210.00	₹ 140	₹ 84	₹ 70.00
128	₹ 290	₹ 217.50	₹ 145	₹ 87	₹ 72.50

4. Demand No. 4: Service increment

It is demanded that with effect from 01-10-2010 and every year thereafter the company should give increment at fixed rate per month as mentioned below:

Grades	Year		
	From 01-01-2010 to 31-12-2010	From 01-01-2011 to 31-12-2011	From 01 01-2012 to 31-12-2012
A	₹ 60/-	₹ 80/-	₹ 100/-
B	₹ 50/-	₹ 70/-	₹ 90/-
C	₹ 40/-	₹ 60/-	₹ 80/-
D	₹ 30/-	₹ 50/-	₹ 70/-
E	₹ 20/-	₹ 40/-	₹ 60/-

5. Demand No. 5: Service Benefit

It is demanded that the company should give following service benefit to every permanent Workman who is in service as on 01-10-2010 and who have completed as on 30-09-2010 the numbers of years of service mentioned below:

Length of service (counted from the date of joining the company to 30-09-2010)	Amount payable per month (26 days) in Rupees
34 to 35 years	2,600/-
33 to 34 years	2,550/-
32 to 33 years	2,500/-
31 to 32 years	2,450/-
30 to 31 years	2,400/-
29 to 30 years	2,350/-
28 to 29 years	2,300/-
27 to 28 years	2,250/-
26 to 27 years	2,200/-
25 to 26 years	2,150/-
24 to 25 years	2,100/-
23 to 24 years	2,050/-
22 to 23 years	2,000/-
21 to 22 years	1,950/-
20 to 21 years	1,900/-
19 to 20 years	1,850/-
18 to 19 years	1,800/-
17 to 18 years	1,750/-
16 to 17 years	1,700/-
15 to 16 years	1,650/-
14 to 15 years	1,600/-
13 to 14 years	1,550/-
12 to 13 years	1,500/-
11 to 12 years	1,450/-
10 to 11 years	1,400/-
9 to 10 years	1,350/-
8 to 9 years	1,300/-
7 to 8 years	1,250/-
6 to 7 years	1,200/-
5 to 6 years	1,150/-
4 to 5 years	1,100/-
3 to 4 years	1,050/-
2 to 3 years	1,000/-
1 to 2 years	950/-
0 to 1 year	900/-

6. Demand No. 6: Fixed Dearness Allowance

It is demanded that with effect from 01-10-2010, the company should give Fixed Dearness Allowance of ₹ 8,000/- per month at the AAICPI point 3800 (1960=100 base). The daily rated Workman should be paid fixed dearness allowance at the rate of ₹ 307.69 per day of work.

7. Demand No. 7: Variable Dearness Allowance

It is demanded that in addition to the above fixed dearness allowance the company should give Variable Dearness Allowance at the rate of ₹ 5/- for every increase or decrease in the AAICPI figure above 3800 points (1960=100 base).

It is further demanded that in either of the above demands, the company should continue to pay the Variable Dearness Allowance, at the rate per point agreed upon as per the increase/decrease in the index, until a new settlement is signed. The benefits of Fixed Dearness Allowance and Variable Dearness Allowance under Demand Nos. 6 and 7 shall continue as a benefit that flows from any settlement that may be arrived on these demands and there shall be no sealing put by the company on such benefit. It is demanded that no cap to be placed on the Dearness Allowance under Demand Nos. 6 and 7.

8. Demand No. 8: Allowances

It is demanded that with effect from 01-10-2010, the company should pay to every permanent Workman the following allowances:

(A) Washing Allowance:

It is demanded that the company should pay to every Workman Washing Allowance of ₹ 250/- (Rupees two hundred fifty only) per month.

(B) Shift Allowance:

It is demanded that the Workman who is required to work in general/first shift should be paid ₹ 25/- per shift, for second shift ₹ 50/- per shift and for third shift ₹ 75/- per shift.

(C) House Rent Allowance:

It is demanded that with effect from 01-10-2010, the company should pay to every Workman ₹ 4,000/- (Rupees four thousand only) per month as House Rent Allowance.

(D) Conveyance Allowance:

It is demanded that with effect from 01-10-2010, the company should pay to every Workman ₹ 750/- (Rupees seven hundred fifty only) per month as conveyance allowance.

(E) Children's Education Allowance:

It is demanded that with effect from 01-10-2010, the company shall pay to every Workman Children's Education Allowance of ₹ 1,500/- (Rupees one thousand five hundred only) per month.

AND

The company shall give annual assistance of ₹ 5,000/- (Rupees five thousand only) in the month

of May every year to meet the expenses incurred at the start of the academic year of school/colleges.

(F) Leave Travelling Allowance:

- (i) The company should pay ₹ 10,000/- (Rupees ten thousand only), to every Workman, with effect from the year 2010, as Leave Travelling Allowance.
- (ii) Leave travelling allowance should be paid to every Workman as reimbursement towards travelling expense.
- (iii) Leave travelling allowance should be paid once in a year to such of the Workmen who proceed on privileged leave of atleast five days.
- (iv) Leave travelling allowance shall be allowed to accumulate for a period of two years.
- (v) For the purpose of computing years of service for this demand, the date of joining should be taken as the starting point for qualifying for the allowance.
- (vi) Leave travelling allowance should be given ten days before the Workman proceeds on privileged leave.

(G) Lunch Allowance:

It is demanded that if any Workman is required to go out of the company and cannot return during the normal lunch time, should be paid ₹ 100/- (Rupees one hundred only) as lunch allowance.

(H) Picnic Allowance:

It is demanded that, with effect from the year 2010, the company should pay to every Workman picnic allowance of ₹ 250/- (Rupees two hundred fifty only) per annum.

(I) Weekly Off/Paid Holiday Working Allowance:

It is demanded that for working on weekly off day or on a paid holiday, the company should pay overtime wages besides a compensatory off. Whilst negotiating this demand it is clarified that if any holiday declared for the purpose of Panchayat/ Municipality/Local Body, Assembly or Parliamentary elections by the Government or the State or the Central Election Commission, the Company shall grant a paid holiday and shall not insist upon any Workman to report for duty, however, Workmen doing essential service, such as in Boiler House may be requested to report for work with prior intimation to the Union.

(J) Special Allowance:

It is demanded that the company should pay special allowance to every Workman working in

the following Departments as per table given below:

Department	Amount
Banbury	₹ 25/- per shift.
Polymer Lab	
MRC Lab	
Chemical compounder	
R. M. Stores	
Cement House	
Tyre curing	
P. I.	
Mechanical (Banbury)	
Mechanical (curing)	
Blader Fixing	
Tyre building	
Electrician	
Instrument Mechanics	
M/C shop Mechanics	
Mobile Mechanics	
Tyre Trimming	₹ 20/- per shift.
Tyre repair press	
Bladder curing	
Tyre Repair	
Misc. Repair	
Stock Supply	
Chemist House	
Mech. (boilder House)	
Utility	
TCD	
Flap curing	
Planning	
Engineering helpers	
Welders	
Sweepers.	

(K) Christmas/Ganesh Chaturthi/ID-UL-Fitr Festival Allowance:

It is demanded that the company should pay to every Workman a festival allowance of ₹ 2,000 (Rupees two thousand only) to be paid ten days before Christmas/Ganesh Chaturthi/ID-UL-Fitr festival.

(L) Tubectomy/Vasectomy Allowance:

It is demanded that in case any female/male get herself/himself operated for tubectomy/vasectomy after the birth of first/second child she/he should be given a sum of ₹ 5,000/- (Rupees five thousand only) in addition to five days special leave.

(M) Attendance Allowance:

It is demanded that all confirmed Workmen who have worked on all schedule working days in a calendar month should be paid ₹ 200/- as

attendance allowance. All eligible leave availed should be considered as days worked for computing attendance allowance.

(N) Medical Allowance:

It is demanded that with effect from 01-10-2010, all the Workmen not covered under E.S.I. Scheme should be paid medical allowance at the rate of ₹ 500/- (Rupees five hundred only) per month alongwith the monthly wages.

(O) Furnishing Allowance:

It is demanded that, with effect from 01-10-2010, furnishing allowance paid to the Workmen shall be revised as per the years of confirmed service as shown below:

Above 4 years	₹ 200/- per month.
Above 4 years upto 7 years	₹ 250/- per month.
Above 7 years upto 11 years	₹ 300/- per month.
Above 11 years upto 15 years	₹ 350/- per month.
Above 15 years upto 19 years	₹ 400/- per month.
Above 19 years upto 21 years	₹ 450/- per month.
Above 21 years upto 25 years	₹ 500/- per month.
Above 25 years upto 30 years	₹ 550/- per month.
Above 30 years	₹ 600/- per month.

(P) Stagnation Allowance:

It is demanded that, with effect from 01-10-2010, the company should pay stagnation allowance for the Workman who had remained stagnant in the same grade for over 15 years and above as given below:

No. of years service	Amount
20 years upto 25 years	₹ 50/- per month.
Above 25 years upto 30 years	₹ 75/- per month.
30 years and above	₹ 100/- per month.

9. Demand No. 9 : Bonus

It is demanded that the company should pay annual bonus to every Workman at the rate of 20% on gross wages without any ceiling. The bonus shall be paid in the first year to which the settlement will apply, prior to Ganesh Chaturti, in the second year prior to Christmas and in the third year prior to Bakri Id.

10. Demand No. 10: Plant Bonus

It is demanded that the company should pay Plant Bonus to every Workman at the rate of 5% on the Piece Rate and Dearness Allowance (inclusive of Variable Dearness Allowance) instead of 5% on piece rate earnings at present.

11. Demand No. 11: Festival Advance

It is demanded that the company should give festival advance of ₹ 5,000/- (Rupees five thousand only) to all permanent Workmen repayable in ten equal installments.

12. Demand No. 12: Funeral Expense

It is demanded that the company should pay to the spouse/legal heir of the deceased Workman, instead of existing one month wages, two month's wages as last drawn by the deceased Workman within 24 hours of reporting of such unfortunate event.

13. Demand No. 13: Gratuity

It is demanded that, with effect from 01-10-2010 every Workman should be paid gratuity as follows:

- (1) Thirty days salary for every year of service or part thereof.
- (2) Gratuity should be paid to every Workman without any ceiling.
- (3) Workman who expire while in service or has to leave the service due to permanent total disability should be paid gratuity at the rate of two month salary for every year worked and one month salary for every year worked and one month salary for the balance years of service.
- (4) Gratuity should be paid on the date of retirement and within one month in case of resignation.

14. Demand No. 14: Gift on Retirement

It is demanded that every Workman upon retirement should be given a gift i.e. 50 grams of gold.

15. Demand No. 15: Long Term Service Award

It is demanded that, with effect from 01-10-2010, every Workman should be given service award as follows:

- (1) On completion of ten years of service a sum equivalent to one month gross salary.
- (2) And thereafter every five years-a sum equivalent to one month gross salary.

16. Demand No. 16: Employment of Next Kin

It is demanded that whenever any vacancy arise in the company, the kin of the retired or demised Workman should be given preference in employment.

17. Demand No. 17: Transport

- (a) The company should extend the bus service from Sanvordem to factory in all three shifts.
- (b) The company should introduce new route from Valpoi to factory and back, in all three shifts.
- (c) The company should extend the bus service from Marcel to factory in all three shifts.

18. Demand No. 18: Provident Fund

It is demanded that all Workmen should be paid Provident Fund on their gross salary.

19. Demand No. 19: Annual Gift

It is demanded that all Workmen should be given a suitable annual gift worth about ₹ 10,000/-.

20. Demand No. 20: Leave

It is demanded that with effect from 01-10-2010, all the Workmen should be allowed to take leave in combination of one another.

(a) Earned/Priviledge Leave

- (i) All the Workmen who have put in upto 210 days of service should be granted one day priviledge leave for every ten days worked.
- (ii) All the Workmen who have put in over 210 days of service but less than 240 days of service should be granted one day priviledge leave for every eight days worked.
- (iii) All the Workmen who have put in over 240 days of service should be granted one day priviledge leave for every six days worked.
- (iv) For the purpose of computation of 240 days all the eligible leave should be considered.
- (v) Accumulation of Previledge Leave should be upto 150 days.
- (vi) Previledge Leave should be allowed to be taken only five times in a year.

(b) Casual Leave

- (i) Casual Leave should be increased to 15 days in a year from the existing 12 days.
- (ii) Unavailed Casual Leave should be allowed to be transferred to either Priviledge Leave/ /Sick Leave, or allowed to be encash at the end of the year.

(c) Sick Leave

- (i) Sick Leave be increased to 15 days in a year from existing 11 days.

- (ii) Sick leave should be allowed to be accumulated upto 90 days.

- (iii) Doctor's Certificate to be made mandatory only in case of sickness exceeding five days.

(d) Service Leave:

It is demanded that Service Leave should be granted to the Workman as follows:

- (i) 6 years upto 11 years service ... 4 days.
- (ii) Above 11 years upto 16 years service ... 6 days.
- (iii) Above 16 years upto 21 years service ... 8 days.
- (iv) Above 21 years upto 26 years service ... 10 days.
- (v) Above 26 years upto 31 years service ... 12 days.
- (vi) Above 31 years service ... 15 days.

Service Leave should be credited to the leave account of the Workman from January, 2011.

It is demanded that a copy of the Workman's Leave Card should be furnished to every Workman once in every three months, to enable the Workman to have an actual account of leave to his credit.

21. Demand No. 21: Paid Holidays/Restricted Holidays

It is demanded that, Paid Holidays should be increased from present 7 days in a year to 8 days in a year.

22. Demand No. 22: Working on Holidays/Weekly off Days

It is demanded that, if the Workman is required to work on holidays or weekly off days, he should be paid over time wages besides a compensatory off

23. Demand No. 23: Working on Sundays

It is demanded that, personal pay payable to the Workman for working on Sundays be revised to twice of the existing rate paid.

24. Demand No. 24: Safety/Protective Wear

It is demanded that from the year 2011, all confirmed Workman be provided nylon socks alongwith shoes.

25. Demand No. 25: Mediclaim Benefit

It is demanded that, with effect from 01-10-2010, hospitalization insurance scheme should be extended to all the Workmen including all family members of Workman, upto an amount of

₹ 3,00,000/- (Rupees three lakhs). The premium of this scheme to be paid by the company.

26. Demand No. 26: Two Wheeler Tyre/Tubes

It is demanded that, with effect from the year 2010, the Workman should be given one set of Tyres and tubes, on subsidized rate, on the basis of seniority as mentioned below:

Years of service	Subsidy
(i) Upto 5 years of service	... 20%
(ii) Above 5 years upto 10 year of service	... 30%
(iii) Above 10 years upto 15 years of service	... 40%
(iii) Above 15 years upto 20 years of service	... 50%
(iv) Above 20 years upto 25 years of service	... 60%
(v) Above 25 years upto 30 years of service	... 70%
(vi) Above 30 years of service	... 80%

The above should be given only once during the settlement period.

27. Demand No. 27: Relieving

It is demanded that every Workman working in shifts shall be relieved for his meals and proper arrangement shall be made to see that his section/department is being looked after by a competent free person.

28. Demand No. 28: House Repair/Renovation/Extension Loan

It is demanded that, with effect from 01-10-2010, the company shall give the Workman a loan of ₹1,00,000/- (Rupees one lakh only) towards repair/renovation/extension/change of residence. This loan shall be recovered in 72 installments and shall carry a simple interest of 4%.

29. Demand No. 29: Welfare Fund Scheme

It is demanded that, the Welfare Fund Scheme shall continue with a contribution of ₹ 4/- per month being made by the Workman and a corresponding contribution by the management. When the Workman expires without payment of outstanding dues of the Scheme, the amount due shall be returned by a committee having equal representation from the Union and of the Management.

The company should disclose the amount lying with the Welfare Fund and so far collected and hereafter open a joint account in the bank for the

fund which will be administered by a Committee consisting of equal representatives of Workmen and the management. In the event that there are more than one Union representing the Workmen, equal representation shall be given to all Unions, in the Committee with an equal number of representatives appointed from the management. At least one of the signatories to the transaction of bank account shall be from the side of the Workmen.

The amount of loans that may be given under the scheme shall be as under:

Sr. No.	Nature of loan	Amount
(1)	Non-refundable loan towards funeral expenses of family members (father, mother, wife or children)	Upto ₹ 3,000/-
(2)	Refundable loan (recovery in 10 equal installments) for medical expenses of self and family	Upto ₹ 5,000/-
(3)	Refundable loan (recovery in 10 equal installments) for expenses towards marriage of self (below five years service)	Upto ₹ 10,000/-
(4)	Refundable loan (recovery in 10 equal installments) for expenses towards marriage of self (above five years service)	Upto ₹ 15,000/-
(5)	Refundable loan (recovery in 10 equal installments) for maternity expenses on production of bills (normal delivery)	Upto ₹ 10,000/-
(6)	Refundable loan (recovery in 10 equal installments) for maternity expenses on production of bills (Caesarian delivery)	Upto ₹ 20,000/-
(7)	Refundable loan (recovery in 36 equal installments) due to major illness of self on production of bills within three months of issue of such bills (maximum twice during service)	Upto ₹ 30,000/-
(8)	Refundable loan (recovery in 60 equal installments) due to major surgery of such as Cardio Vascular, Neuro, Kidney, etc. on production of bills within three months of issue of such bills (once during service)	Upto ₹ 50,000/-

30. Demand No. 30: Thrift Scheme

It is demanded that, the scheme to continue with contribution of ₹ 100/- per month to be made by the Workman with a matching contribution to the account to be made by the management.

The company should disclose the amount lying in the fund and so far collected under the scheme and hereafter open a joint account in the bank for the fund. The joint account in the bank shall be maintained for the scheme and the same should be managed/administered by a Committee consisting of equal representatives of the Workmen and the management. In the event that there are more than one union representing the Workmen, equal representation shall be given to all Unions, in the Committee with an equal number of representatives appointed from the management. At least one of the signatories for the transaction of the bank account shall be from the side of the Workmen.

31. Demand No. 31: Miscellaneous

- (a) Service men in tyre building department be given "B" grade.
- (b) Watchmen should be given "C" grade.
- (c) All stock suppliers should be given "B" grade.
- (d) Engineering helpers be placed in grade "B".
- (e) All employees who have only two years service left for retirement should be placed in general shift.
- (f) All pending vacancies in all departments should be filled up.

32. Demand No. 32: Job Specification

It is demanded that, with effect from the year 2011, and every year thereafter the company should do job specifications with the Union representatives in the month of December alongwith classification and grade.

33. Demand No. 33: Existing Benefits

It is demanded that all existing benefits, Privileges and practices not specifically altered by subsequent settlement shall continue to be in operation.

34. Demand No. 34: General

It is demanded that, in case any changes in operation are required as a result of new technological changes, new processes, innovations, installations of new machinery, then for increase in production due to them or additional production, benefit should be given to the Workmen after

discussing the norms with elected representatives of the Union within a period of three months from such increase in production failing which, both the parties should resolve the same and till such time the dispute is settled, the company should not make any changes in the existing day-to-day working of the Workmen.

35. Demand No. 35: Special Leave

It is demanded that, with effect from 01-10-2010, the company should agree to give special leave for Union Executive Committee meeting once in a month.

36. Demand No. 36: Method Change/Introduction of New Size

It is demanded that wherever or whenever a change in the method of production takes place or a new size of tyre or piece is introduced or if fixation of crew strength or production standard or work content or incentive payable per unit of production changes or arises out of such method change or introduction of new size, then the management shall discuss with the Union such changes or introductions of new size and no change will be brought about, as above, without handing to the Union all Industrial Engineering Studies or Norms, and such changes shall be introduced only after the Union and Company arrive at a written agreement on the same.

The Union further demands that after such written agreement on the change as aforesaid is recorded and from the date of its introduction, a period of 6 weeks shall be allowed to the Workmen before any new standard is made applicable to such change. The Union demands that this clause/ Demand shall be applicable to all situations of change which include changes necessitated by modernization, relocation of the machinery or section or department, modification of existing machinery or method or equipment, replacement of existing machinery or equipment, or layout of the plant. The Workmen/Union agrees to extend all co-operation to the management for implementation, once such changes are agreed in writing.

37. Demand No. 37: Period of Settlement

It is demanded that this settlement shall be for a period of three years, effective from 01-10-2010 to 30-09-2013 and it shall continue to be in force thereafter until it is terminated by either party by giving two months notice as provided under sub-section (2) of Section 19 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) or until a new settlement is arrived at.

38. Demand No. 38

It is demanded that the Union reserves the right to amend and/or alter and/or substitute this Charter of Demands, if found necessary.

- (II) If answer to issue No. (I) above is in negative, then to what relief the Workmen are entitled to?"

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).
Porvorim, 20th April, 2012.

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Department of Law and Judiciary

Law (Establishment) Division

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Notification

File No. 8-24-2011-LD(Estt.)/592

Whereas Smt. Pradnya P. Sangodkar, working as Mistry on W/C establishment of Public Works Division, WD-XIII, Mapusa-Goa (hereinafter referred to as the "applicant") vide application dated 02-02-2011, has requested to refund an amount of ₹ 21,000/- (Rupees twenty one thousand), paid by her towards the registration fee while registering a Mortgage Deed on 21-10-2010 under No. 472/10 (hereinafter referred to as the "said Mortgage Deed"), before the Civil Registrar-cum-Sub-Registrar, Sanguem-Goa, for securing the repayment of the loan amount of ₹ 10,50,000/- (Rupees ten lakhs fifty thousand) to the Government, obtained for the purpose of construction of a dwelling house for herself, as she is not liable to pay said registration fees on said Mortgage Deed;

And whereas the said application of the applicant has been examined and it is seen that in terms of Note 12 of Article 1(4) of the Table of fees, published as required under Section 79 of the Indian Registration Act, 1908 (Central Act 16 of 1908), no fee shall be chargeable on Mortgage Deeds executed by Government Servants in Civil or Military service for securing repayment of advances received from any Government for the purpose for constructing or purchasing dwelling houses for their own use;

And whereas the Government of Goa has decided to remit the fee payable on said Mortgage Deed and refund the said amount of ₹ 21,000/- (Rupees

twenty one thousand only), received from the applicant towards registration fee while registering the said Mortgage Deed;

Now, therefore, in exercise of the powers conferred by Section 78 A of the Registration Act, 1908 (Central Act 16 of 1908), and all other powers enabling it in this behalf, the Government of Goa hereby remits the registration fees of ₹ 21,000/- (Rupees twenty one thousand only) on the said Mortgage Deed and refunds the said amount of ₹ 21,000/- (Rupees twenty one thousand only) to the applicant.

By order and in the name of the Governor of Goa.

N. P. Singnapurker, Under Secretary (Law-Estt.).
Porvorim, 2nd May, 2012.

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Department of Personnel

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Order

File No. 15/16/2004-PER

Read: Order No. 15/8/2012-VIG/796 dated 24-04-2012.

Consequent upon the suspension of Shri Shivprasad S. Naik, B.D.O. Bardez-I vide Order dated 24-04-2012 read in preamble above, Shri Pipi T. murgaonkar, BDO, Bardez-II shall hold the charge of the post of B.D.O., Bardez I in addition to his own duties, with immediate effect and until further orders.

By order and in the name of the Governor of Goa.

Umeshchandra L. Joshi, Under Secretary (Personnel).

Porvorim, 3rd May, 2012.

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Order

File No. 15/6/2003-PER(Part)Vol. 1

Read: Order No. 15/6/2003-PER(Part) dated 08-10-2008.

Order No. 15/6/2003-PER(Part) dated 03-11-2010.

Order No. 15/6/2003-PER(Part) dated 05-08-2011.

Order No. 15/6/2003-PER(Part) dated 06-12-2011.

The ad hoc promotion of the following officers in the Cadre of Mamlatdar/Joint Mamlatdar/Assistant

Director of Civil Supplies is hereby extended for further period indicated against their names or till the posts are filled on regular basis, whichever is earlier:

Sr. No.	Name of the Officer	Ad hoc promotion extended	
		From	To
1.	Shri Rajesh S. Ajgaonkar	01-04-2012	30-09-2012.
2.	Smt. Veera Nayak alias Kum. Seema Salkar	01-04-2012	30-09-2012.
3.	Shri Satish R. Prabhu	01-04-2012	30-09-2012.
4.	Shri Madhu Narvekar	01-04-2012	30-09-2012.

This issues with the approval of Goa Public Service Commission conveyed vide their letter No. COM/II/11/42(1)/05-09/Vol.III/124 dated 19-04-2012.

By order and in the name of the Governor of Goa.

Umeshchandra L. Joshi, Under Secretary (Personnel-I).

Porvorim, 4th May, 2012.

Order

File No. 6/2/2002-PER(Part)

Smt. Meena H. Naik Goltekar, Deputy Collector & SDM, Pernem, shall hold charge of the post of Chief Officer, Pernem Municipal Council, in addition to her own duties, thereby relieving Shri Tushar Halarnkar, BDO, Pernem, of the additional charge, with immediate effect and until further orders.

By order and in the name of the Governor of Goa.

Umeshchandra L. Joshi, Under Secretary (Personnel-I).

Porvorim, 4th May, 2012.

Order

File No. 6/5/2011-PER

The Governor of Goa is pleased to appoint Shri Sabaji P. Shetye, Deputy Collector & SDM, Bardez as Administrator, Sirsaim Comunidade consequent upon expiry of term of the Managing Committee of Sirsaim Comunidade in the year 2010. He shall carry out the duties of Administrator of Sirsaim Comunidade, in addition to his own duties, with immediate effect and until further orders.

This issues with the approval of the Goa Election Commission.

By order and in the name of the Governor of Goa.

Umeshchandra L. Joshi, Under Secretary (Personnel-I).

Porvorim, 8th May, 2012.

Order

File No. 6/78/2011-PER

The Governor of Goa in consultation with the Election Commission of India, is pleased to order transfer of Shri Sabaji P. Shetye, Deputy Collector & SDM, Bardez as Deputy Collector & SDM, Mormugao, with immediate effect, till the election process to the 27—Cortalim Assembly Constituency is completed.

Shri Shetye shall report back to his original post of Deputy Collector & SDM, Bardez, after completion of the said election process.

Shri Shetye shall continue to draw his salary on the post of Deputy Collector & SDM, Bardez.

By order and in the name of the Governor of Goa.

Umeshchandra L. Joshi, Under Secretary (Personnel-I).

Porvorim, 8th May, 2012.

Department of Public Health

Order

No. 4/10/2002-II/PHD/Vol. I

Read: Memorandum No. 4/10/2002-II/PHD/ /Vol. I dated 06-09-2011.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/1/5/30(4)/2011/152 dated 17-08-2011, Government is pleased to appoint Dr. Manoj Kushta Prabhudesai to the post of Assistant Lecturer in Orthopaedic Trauma in the Department of Orthopaedic Surgery in Goa Medical College, Bambolim on temporary basis in the Pay Band—3, ₹ 15,600-39,100+Grade Pay of ₹ 5,400/- and as per the terms and conditions contained in the Memorandum cited above with immediate effect.

Dr. Manoj Kushta Prabhudesai shall be on probation for a period of two years.

The character and antecedents of Dr. Manoj Kushta Prabhudesai has been verified by the District

Magistrate, North Goa District, Panaji-Goa. He has also been declared medically fit by the Medical Board.

The appointment is made against the vacancy occurred due to creation of post vide Order No. 4/6/2010-II/PHD dated 18-03-2011.

This issues with the approval of Goa State Election Commission, Altinho conveyed vide their letter No. 1/11/SEC-2012/I NOC/318 dated 25-04-2012.

By order and in the name of the Governor of Goa.

B. S. Kudalkar, Under Secretary (Health).

Porvorim, 2nd May, 2012.

Order

No. 4/19/2002-II/PHD

Read: Memorandum No. 4/19/2002-II/PHD dated 24-11-2011.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/1/5/30(25)/89/218 dated 19-10-2011, Government is pleased to appoint Dr. Merlyn Savia Dias to the post of Lecturer in the Department of Anaesthesiology in Goa Medical College, Bambolim on temporary basis in the Pay Band—3, ₹ 15,600-39,100+Grade Pay of ₹ 6,600/- and as per the terms and conditions contained in the Memorandum cited above with immediate effect.

Dr. Merlyn Savia Dias shall be on probation for a period of two years.

Dr. Merlyn Savia Dias has been declared medically fit by the Medical Board.

The appointment is made subject to the verification of her character and antecedents. In the event of any adverse matter noticed by the Government on verification of her character and antecedents, her service will be termination.

The appointment is made against the vacancy occurred due to promotion of Dr. (Mrs.) Leena Goel, Lecturer to the post of Assistant Professor in Anaesthesiology vide Order No. 4/19/2002-II/PHD dated 07-07-2011.

This issues with the approval of Goa State Election Commission, Altinho conveyed vide their letter No. 1/11/SEC-2012/I NOC/394 dated 28-04-2012.

By order and in the name of the Governor of Goa.

D. G. Sardessai, Joint Secretary (Health).

Porvorim, 3rd May, 2012.

Department of Revenue

Order

No. 22/3/2011-RD

Whereas, the Government of Goa, vide Notification No. 22/3/2011-RD dated 22-07-2011, issued under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (Act 1 of 1894) (hereinafter referred to as the "said Act"), and published in the Official Gazette, Series II No. 17 dated 28-07-2011, notified that the land specified in the Schedule thereof (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for development of Government Village School Playground at Chopdem in Pernem Taluka (hereinafter referred to as the "said public purpose");

And whereas, the Government of Goa considered the report made by the Collector under sub-section (2) of Section 5A of the said Act and on being satisfied that the said land is needed for the said public purpose, vide Notification No. 22/3/2011-RD dated 01-11-2011, issued under Section 6 of the said Act, and published in the Official Gazette, Series II No. 32 dated 10-11-2011, declared that the said land is required for the said public purpose.

Now, therefore, in exercise of the powers conferred by Section 7 of the Land Acquisition Act, 1894 (Act 1 of 1894), the Government of Goa hereby directs the Collector, North Goa District, Panaji to take the order for acquisition of the said land.

By order and in the name of the Governor of Goa.

Parag M. Nagarcenkar, Under Secretary (Rev-I).

Porvorim, 27th April, 2012.

Order

No. 23/30/2009-RD

Whereas, the Government of Goa, vide Notification No. 23/30/2009-RD dated 14-10-2009, issued under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (Act 1 of 1894) (hereinafter referred to as the "said Act"), and published in the Official Gazette, Series II No. 31 dated 29-10-2009, notified that the land specified in the Schedule thereof (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for cont. of bye-pass road from Cundaïm Industrial Estate to Marcaim via Tapobhumi and from Cundaïm near temple to Mardol in Marcaim

Village of Ponda Taluka (addl. area) (hereinafter referred to as the "said public purpose");

And whereas, the Government of Goa considered the report made by the Collector under sub-section (2) of Section 5A of the said Act and on being satisfied that the said land is needed for the said public purpose, vide Notification No. 23/30/2009-RD dated 25-01-2011, issued under Section 6 of the said Act, and published in the Official Gazette, Series II No. 45 dated 03-02-2011, declared that the said land is required for the said public purpose.

Now, therefore, in exercise of the powers conferred by Section 7 of the Land Acquisition Act, 1894 (Act 1 of 1894), the Government of Goa hereby directs the Collector, North Goa to take the order for acquisition of the said land.

By order and in the name of the Governor of Goa.

Parag M. Nagarcenkar, Under Secretary (Rev-I).

Porvorim, 30th April, 2012.

Order

No. 23-38-2009-RD

Whereas, the Government of Goa, vide Notification No. 23/38/2009-RD dated 19-07-2010, issued under sub-section (1) of Section 4 of the Land Acquisition Act, 1894 (Act 1 of 1894) (hereinafter referred to as the "said Act"), and published in the Official Gazette, Series II No. 18 pages 393-396 dated 29-07-2010, notified that the land specified in the Schedule thereof (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for improvement and widening of road from Candepar junction to water treatment plant OPA/Codar in V. P. Curti, Candepar of Ponda Constituency (hereinafter referred to as the "said public purpose");

And whereas, the Government of Goa considered the report made by the Collector under sub-section (2) of Section 5A of the said Act and on being

satisfied that the said land is needed for the said public purpose, vide Notification No. 23-38-2009-RD dated 19-07-2011, issued under Section 6 of the said Act, and published in the Official Gazette, Series II No. 17 dated 28-07-2011, declared that the said land is required for the said public purpose.

Now, therefore, in exercise of the powers conferred by Section 7 of the Land Acquisition Act, 1894 (Act 1 of 1894), the Government of Goa hereby directs the Collector, North Goa to take the order for acquisition of the said land.

By order and in the name of the Governor of Goa.

Parag M. Nagarcenkar, Under Secretary (Rev-I).

Porvorim, 30th April, 2012.

Corrigendum

No. 23/46/2009-RD

Read: Government Notification No. 23/46/2009-RD dated 28-12-2010 regarding L. A. for construction of road from Kelbai to Magilpath in V. P. Curti, Candepar in Ponda Constituency published in the Official Gazette, No. 42 Series II dated 13-01-2011.

In the Schedule appended to the above cited Notification, in the column 1, the survey No. 12/1 (Part) be read as 12/0 (Part), so also in the column 2, the words "Form I & XIV is not available in the Mamlatdar Office" be substituted as

O: Suresh Dattatray Kerkar.

T: Babalo Yeshwant Gawado.

The rest of the contents of Notification shall remain unchanged.

By order and in the name of the Governor of Goa.

Parag M. Nagarcenkar, Under Secretary (Rev-I).

Porvorim, 3rd May, 2012.

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